

INDEX 1980 - 1982

Spring 1980, Vol. 31, No. 1

THE MSU SCENARIO: A BASIS FOR DISCUSSION By Stephen J. Otzenberger and Michael E. Kaelke	1
A STATE-LEVEL VIEW OF THE PROSPECTS FOR INSTITUTIONAL RETRENCHMENT By Joseph Popovich	7
PERSPECTIVES FROM A STATEWIDE SYSTEM By Garry D. Hays	14
FACULTY RETRENCHMENT IN THE 1980'S: A QUESTION OF HOW MANY? AND HOW MANAGED? By William A. Johnstone	22
FUTURE FACULTY EMPLOYMENT LEVELS, PROJECTED PROBLEMS AND POSSIBLE SOLUTIONS By Donald Habbe	31
LEGISLATIVE ACTION: THE POSSIBILITY OF INSTANT RETRENCHMENT By Paul Jedamus	38
FACULTY RETRENCHMENT: PROBLEMS AND POSSIBLE SOLUTIONS THE EXPERIENCE OF THE UNIVERSITY OF WISCONSIN SYSTEM By Cyrena Pondrum	47
FUTURE FACULTY EMPLOYMENT PROBLEMS: A COMMUNITY COLLEGE PERSPECTIVE By James E. Bryan, Jr.	56
EXPERIENCES WITH PROPOSITION 13 AND OTHER RETRENCHMENT CONDITIONS By Ronald A. Bouchard	61
PLANNING ALTERNATIVES AND BUDGETING FLEXIBILITY IN SHAPING FACULTY PROFILES By Bernard S. Sheehan	66
TERMINATION OF FACULTY DUE TO FINANCIAL EXIGENCY By John P. Holloway	84
FACULTY AND ACADEMIC RESPONSIVENESS IN A PERIOD OF DECLINE: AN ORGANIZATIONAL PERSPECTIVE By Marvin W. Peterson	95
CONCLUSIONS AND SUMMARY By Stephen R. Hample	105

Summer 1980, Vol. 31, No. 2

DISCIPLINARY COUNSELING: THE FIRST STEP TOWARD DUE PROCESS By Patrick J. Cunningham	1
HANDLING CLAIMS OF CONSTRUCTIVE DISCHARGE By Eric A. Bare	7
FACING REDUCTIONS IN FORCE By George Spiro	18

INDEX 1980 - 1982

Spring 1980, Vol. 31, No. 1

THE MSU SCENARIO: A BASIS FOR DISCUSSION By Stephen J. Otzenberger and Michael E. Kaelke	1
A STATE-LEVEL VIEW OF THE PROSPECTS FOR INSTITUTIONAL RETRENCHMENT By Joseph Popovich	7
PERSPECTIVES FROM A STATEWIDE SYSTEM By Garry D. Hays	14
FACULTY RETRENCHMENT IN THE 1980'S: A QUESTION OF HOW MANY? AND HOW MANAGED? By William A. Johnstone	22
FUTURE FACULTY EMPLOYMENT LEVELS, PROJECTED PROBLEMS AND POSSIBLE SOLUTIONS By Donald Habbe	31
LEGISLATIVE ACTION: THE POSSIBILITY OF INSTANT RETRENCHMENT By Paul Jedamus	38
FACULTY RETRENCHMENT: PROBLEMS AND POSSIBLE SOLUTIONS THE EXPERIENCE OF THE UNIVERSITY OF WISCONSIN SYSTEM By Cyrena Pondrum	47
FUTURE FACULTY EMPLOYMENT PROBLEMS: A COMMUNITY COLLEGE PERSPECTIVE By James E. Bryan, Jr.	56
EXPERIENCES WITH PROPOSITION 13 AND OTHER RETRENCHMENT CONDITIONS By Ronald A. Bouchard	61
PLANNING ALTERNATIVES AND BUDGETING FLEXIBILITY IN SHAPING FACULTY PROFILES By Bernard S. Sheehan	66
TERMINATION OF FACULTY DUE TO FINANCIAL EXIGENCY By John P. Holloway	84
FACULTY AND ACADEMIC RESPONSIVENESS IN A PERIOD OF DECLINE: AN ORGANIZATIONAL PERSPECTIVE By Marvin W. Peterson	95
CONCLUSIONS AND SUMMARY By Stephen R. Hample	105

Summer 1980, Vol. 31, No. 2

DISCIPLINARY COUNSELING: THE FIRST STEP TOWARD DUE PROCESS By Patrick J. Cunningham	1
HANDLING CLAIMS OF CONSTRUCTIVE DISCHARGE By Eric A. Bare	7
FACING REDUCTIONS IN FORCE By George Spiro	18

THE PERSONNEL FUNCTION IN THE 1980S By William F. Holley, Jr.	25
DEMOGRAPHIC CHANGES IN ADMINISTRATIVE APPOINTEES By Jerry E. Hutchison and A.E. Johnson, Jr.	30
ADMINISTRATIVE TRAINING AND COLLECTIVE BARGAINING By Carol Bankart Gilmore	37
PRACTICAL IMPLICATIONS OF THE YESHIVA DECISION By Kenneth J. Daponte	44
YESHIVA: A LEGAL ANALYSIS By David H. Roots and Ira Michael Shepard	51
<i>Fall-Winter 1980, Vol. 31, No. 3-4</i>	
TENURE AND RETRENCHMENT PRACTICES IN HIGHER EDUCATION — A TECHNICAL REPORT <i>Spring 1981, Vol. 32, No. 1</i>	
FLEX YEAR: A CONCEPT TO OPTIMIZE HUMAN RESOURCES By Gary W. Wulf	1
THE STATUS OF LONG-TERM DISABILITY PLANS IN HIGHER EDUCATION By Thomas J. Cook	6
A PLANNED APPROACH TO MANAGEMENT DEVELOPMENT By Patrick J. Coughlin	13
THE TWILIGHT OF INFORMAL FACULTY PERSONNEL PROCEDURES By Frank R. Kemerer, R. Frank Mensel and J. Victor Baldridge	17
STARTING A PROGRAM OF DECENTRALIZED ATTENDANCE CONTROL By Patrick J. Cunningham	27
A PLAN TO ENCOURAGE EARLY RETIREMENT By Robert M. Soldofsky	32
THE EXIT INTERVIEW: A POTENTIAL MANAGEMENT TOOL FOR UNIVERSITY ADMINISTRATORS By Susan A. Hellweg	36
COLLABORATIVE PERSONNEL MANAGEMENT: CAMPUS RESOURCES FOR THE PERSONNEL ADMINISTRATOR By Douglas Cederblom, Pamela Elizabeth, Richard Elmore and David Robertson	38
ADMINISTRATIVE EVALUATION: A COMPREHENSIVE APPROACH By Robert A. Wilson and Hazel L. Kroesser	42
THE PROFESSIONAL STAFF: TWO ACCOUNTS OF ADDRESSING THE CHALLENGE By Mary Jo Small and Gary W. Wulf	50
<i>Summer 1981, Vol. 32, No. 2</i>	
THE GRAY PANTHERS ARE COMING: IS YOUR INSTITUTION READY? By John Clewis	1

BRIDGE OVER TROUBLED WATERS: AN APPROACH TO EARLY RETIREMENT By Gloria W. White	8
THE DISTINCTION BETWEEN EMPLOYMENT AND CONSULTANT RELATIONSHIPS By Stephen S. Miller	13
FACULTY MEMBERS AS CONSULTANTS: A POLICY PERSPECTIVE By Raj Aggarwal	17
EVALUATION OF ADMINISTRATORS: A MODEL By Richard Berendzen, Eva Klein and David Eisner	21
FACTORS RELATED TO STAFF DEVELOPMENT By Alan C. Bare	28
WRITING NONFACULTY GRIEVANCE PROCEDURES By Rodney L. Oberle	35
BLUE COLLAR LABOR RELATIONS IN HIGHER EDUCATION By Carol Bankart Gilmore and Sidney Farr	41
<i>Fall 1981, Vol. 32, No. 3</i>	
WOMRN AND MINORITIES IN ADMINISTRATION OF HIGHER EDUCATION INSTITUTIONS EMPLOYMENT PATTERNS AND SALARY COMPARISONS 1978-79 AND AN ANALYSIS OF PROGRESS TOWARD AFFIRMATIVE ACTION GOALS 1975-76 TO 1978-79	
<i>Winter 1981, Vol. 32, No. 4</i>	
EARNED TIME: AN ANSWER TO THE DILEMMA OF BENEFITS ADMINISTRATION By Joan M. Tambling and Gary W. Wulf	1
UNIONIZATION AND POSITIVE EMPLOYEE RELATIONS: THE CORNELL EXPERIENCE — A CASE STUDY By Gary J. Posner	6
A GUIDE FOR THE EFFECTIVE MANAGEMENT OF EMPLOYEE GRIEVANCES By Daniel J. Julius	9
PEOPLE MANAGEMENT IN THE 80'S By John E. Clewis	14
SUPPLEMENTARY ANNUITY PROGRAM PATTERNS AMONG CUPA MEMBER INSTITUTIONS By Lester B. Strickler and Wilbur W. Widicus	23
OUTPLACEMENT COUNSELLING: A MUST IN HIGHER EDUCATION By Ron Abrell	29
COLLECTIVE BARGAINING IN COMMUNITY COLLEGES AND UNIVERSITIES: WHAT DIFFERENCES ARE DUE TO INSTITUTIONAL MILIEU By Dennis Daily Murphy	32
<i>Spring 1982, Vol. 33, No. 1</i>	
HIGH PERFORMANCE PATTERNS: IMPROVING EMPLOYEE EFFECTIVENESS By Jerry L. Fletcher	1

TESTIFYING AS A COMPETENT AND CREDIBLE WITNESS By William J. Neff	5
THE ACADEMIC PERSONNEL RESPONSIBILITY — HOW MUCH OF IT DO WE WANT? By Thomas A. Kaluzynski	9
ASSESSMENT OF FACULTY PERFORMANCE APPRAISAL By William H. Holley, Jr., Glennelle Halpin and Gerald W. Johnson	14
DEVELOPMENT OF APPRAISAL SYSTEM FOR UNIVERSITY STAFF JOBS By Timothy J. Keaveny, Richard Cottrill and R. James Kessler	19
MERIT PAY IN THE UNIVERSITY ENVIRONMENT By William S. Brown	27
PERFORMANCE BASED EVALUATION FOR ADMINISTRATORS IN COLLEGES AND UNIVERSITIES By Michael Pernal	32
BY-LAWS OF THE COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION <i>Summer 1982, Vol. 33, No. 2</i>	39
MEASURING PERSONNEL OFFICES — A FEASIBLE GOAL By Allan S. Udler	1
EFFECTIVELY RECRUITING FACULTY: A STRUCTURED MODEL By Bernard A. Morin and William J. Kehoe	11
WOMEN IN HIGHER EDUCATION LEADERSHIP POSITIONS — IT DOESN'T HAPPEN BY ACCIDENT By Richard J. Ernst	19
THE SIZE OF THE CENTRAL PERSONNEL STAFF: A SURVEY UPDATE By Ray T. Fortunato and Gregory Lozier	23
ORIENTATION FOR NEW NON-FACULTY EMPLOYEES By Linda L. Dworak and Mary R. Glogowski	30
PROVIDING BETTER UNIVERSITY PERSONNEL THROUGH JOB SHARING By Clifford H. Hutton and Joy Simon McFarlin	36
PERFORMANCE EVALUATION IN EDUCATION By Robert R. Newton	39
PERSONNEL FUNCTIONS FROM THE SMALL COLLEGE PERSPECTIVE — A PRACTITIONER SPEAKS By Robert J. Stephenson	44
LEGAL ASPECTS OF PROGRAM CLOSURE By Stephen R. Hample	47
BOOK REVIEW <i>Fall 1982, Vol. 33, No. 3</i>	54
PRIVACY ISSUES AND PERSONNEL INFORMATION SYSTEMS By Nancy G. Grenard	1

THE CHANGING ENVIRONMENT OF MANAGEMENT INFORMATION SYSTEMS By Kenneth M. Tagawa	8
REASONS NON-FACULTY STAFF APPLY (AND DON'T APPLY) FOR TRANSFERS AND PROMOTIONS By Virginia E. Wheelless, Margo Neal, E.J. Podszwa and Thomas Serpento	13
STAFF DEVELOPMENT FOR SUPPORT PERSONNEL: A SMALL INSTITUTION'S EXPERIMENT By Linda Little	21
AFFIRMATIVE ACTION: TIME TO REVISE OUR APPROACH By Mary Lou Higgerson and Mary H. Pelias	26
ROSES — USING RETIREES TO FILL TEMPORARY STAFFING NEEDS By Jude Ward	36
CONTRACT NEGOTIATIONS IN HIGHER EDUCATION: A MEDIATOR'S OBSERVATIONS By Margaret M. Mitchell	43
BOOK REVIEW <i>Winter 1982, Vol. 33, No. 4</i>	47
ADJUNCT FACULTY: COLLECTIVE BARGAINING AND AFFIRMATIVE ACTION PERSONNEL POLICIES AND PROCEDURES By William K. Bauer	1
PART-TIME FACULTY AND COLLECTIVE BARGAINING By Joyce Swofford	9
EVALUATING FACULTY PERFORMANCE: A HOLISTIC APPROACH By Bruce Gunn	23
THE FACTORIAN SYSTEM OF SALARY ADMINISTRATION By Edward L. Kendall and Harry E. Katzmann	31
SPECIAL SUPPLEMENT: THE AASCU/CUPA 1981-82 NATIONAL PILOT FACULTY SALARY SURVEY BY DISCIPLINE AND RANK By Richard D. Howe	37

